



Office of Personnel

# ***Leading the Supply Corps into the Next Century***

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Director of Supply Corps Personnel***



# ***Agenda***



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## ***I. ...As a New Captain***

- Ethics***
- Mentoring***
- Accessions***
- Detailing***
- 1700 Community***
- Sea Board***
- Fitness Report Finesse***
- Selection Boards - you're the member***

## ***II Summary***

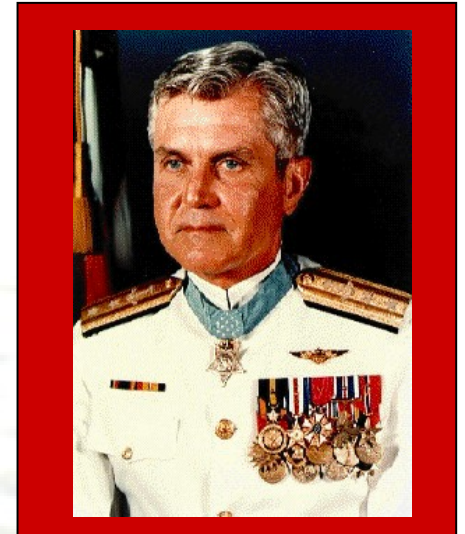


# ***Ethics...As a New Captain***



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- ***Be the leader...be the example***
- ***Choose the high ground***
- ***It's the right thing to do***
- ***It shows others the right thing to do***
- ***Do it for...***
  - ***Your ship***
  - ***Your shipmate***
  - ***Yourself***
  - ***Your Navy***
- ***Honor those you serve with and***



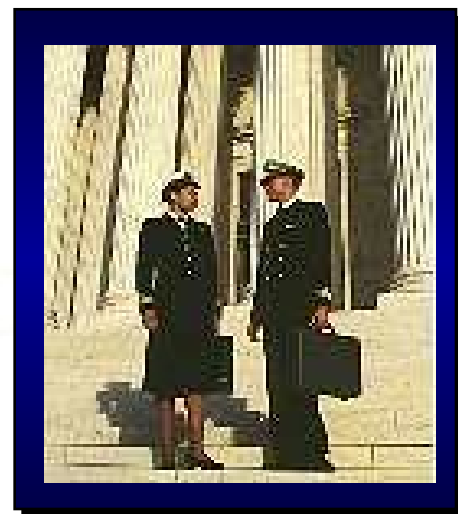


# ***Mentoring***



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- ***Junior Office Mentoring Guide***
  - ***On the NAVSUP Web Page***
- ***NSCS - Mentoring Resource Center***
- ***Be a Good Mentor***
  - ***Compete Well!***
  - ***Performance is the foundation!***
  - ***Service reputation is critical!***
  - ***Many different paths to success***





# ***Mentoring***



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- ***Warfare Pins***
  - ***One is enough***
- ***PG School***
  - ***810A at Athens is a success story***
  - ***Getting Officer to school earlier in the career***
  - ***Three years after selection is the goal***
- ***Don't Leave out OP!***



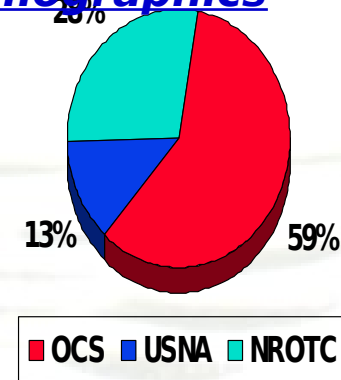
# Retention & Accessions



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- *Where Do We Come From?*
  - **OCS**
  - **NROTC**
  - **USNA**

Current Demographics



- *Recruiting Assistance Program Establish*
- *Retention is the Number One Issue*



# ***Detailing***



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## **Rules of the Road**

- ***The Chief Approves All Details***
- ***Captains Must be Flexible and Mobile***
- ***Needs of the Navy drive early (or late) roll***



# **1100 (1700) Community**

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***• Some Common functions exist between Fleet Support and Supply Corps missions:***

- Financial Management (0031)***
- Operational Logistics (0043)***
- Information Technology (0089)***
- Operations Analyst (0042)***
- Contracts (1306)***
- Transportation (1304)***

***• Supply Corps may expand traditional functions***

- Personnel***
- Shore Station Management***

***• No Final Decisions have been made***

***Brief CNP late September.***





# ***Commander Sea Duty***



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- ***Flash in August of each year ... administrative board***
- ***Commanders eligible with 1 Sep DOR prior to current board***
- ***CDR can apply up to year prior to screening for O-6***
- ***Only those who submit a request will be screened***
- ***Number selected will equal platforms rolling plus a small pool for contingencies***
- ***Results announced prior to slating***
- ***Slating based on qualifications, detailing***



# ***Fitness Report Finesse***



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- ***Grades***

- ***Maintain a record of your average; PERS 311 can provide a report if requested by letter***
- ***Protect your average***
- ***Averages were “re-centered” in 1997***

- ***Look at the whole picture***

- ***Incoming Officers***
- ***Job Performance***
- ***Job Rotation***
- ***The individual officer's***
- ***Promotions***
- ***Progression through tour***





# ***Fitness Report Finesse***



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- ***Make the hard decisions***
  - ***Break out the top performers***
  - ***Two “MP’s” can hurt both officers when an “EP” is available***
- ***Use back of FITREP to explain grades if necessary (block 41)***

***the right thing - some of your toughest decisions***



# ***Selection Boards - you're the member***



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- ***Board Composition***
  - ***All have URL officers - Flag has a URL Presid***
- ***Precept***
  - ***Authority to Convene***
  - ***Promotion Guidelines***
  - ***SECNAV Approves***
- ***Prep-Week (Board Recorder Week)***
  - ***Continuity Check***
  - ***Board Correspondence***
  - ***Performance Summary Record Annotations***
    - Minority      Female      Joint (JSO/JCS/OJT)***
    - APM          Fiche 5      Resignations***
    - Letter to the Board      Retirements***



# ***Selection Boards - you're the member***



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- ***Vote to Brief***
  - ***All Below Zone Records***
  - ***OSR/PSR Projected With No Annotations***
  - ***Vote to Brief or Drop From Further Consideration***
- ***Full Review***
  - ***All Above Zone and In Zone and Selected Below Zone***
  - ***OSR/PSR, FITREPS, Photos, Awards, Fiche 5, and correspondence by at least two members***
  - ***Annotate Trends, Significant Accomplishments, and Qualifications***
  - ***Sometimes... a letter to the selection board***



# ***Selection Boards - you're the member***



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- ***Tank***
  - ***Records Briefed***
  - ***Select Top Records***
  - ***Drop from Further Consideration Low Scoring Records***
  - ***Crunch***
  - ***Repeat***
  
- ***Things to Consider***
  - ***Timing of Promotions/FITREPS***
  - ***Relative Seniority***
  - ***Sea Board Select***
  - ***Service College Selections***



# ***Selection Boards - you're the member***



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- ***Promotion Observations***
  - ***Performance in competitive jobs is #1 indicator***
  - ***Tour quality is key***
  - ***AQDs, Masters degree, and subspecialties are indicators of qualifications, experience and skill***
  - ***Joint and Acquisition are Important***
- ***Types of Officers***
  - ***There are excellent officers...and officers with excellent records ...many of the former will not be promoted.***





# *Summary*



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## *You are the Supply Corps*

- You'll set the course for the first decade of the new millennium*
- You will witness more changes than the last 30 years have seen*
- Your role as a mentor comes with great responsibility ...they all look up to you!*

***Congratulations! You've earned it!***